

## STAT Values

Quality Service § Collaboration § Innovation § Accountability

*Visualizing a capable and engaged workforce empowered to better serve Kansas through shared training resources.*

### MISSION

The Statewide Training Action Team (STAT) is a network of agencies working to ensure all State of Kansas employees have the competencies needed to effectively serve Kansans.

### VISION

STAT visualizes a capable and engaged workforce, empowered to better serve Kansans through shared training resources.

### VALUES

STAT commits to follow these values:

#### Quality Service

- \* Provide effective, accessible learning opportunities to all employees

#### Collaboration

- \* Employ a spirit of teamwork, through the sharing of ideas, training, expertise and resources

#### Innovation

- \* Explore and use new technologies, methods and approaches to solve existing and emerging challenges

#### Accountability

- \* Use resources responsibly and report regularly on the achievement of STAT goals

### WHO WE ARE

STAT was launched in December 2004 where staff from human resources, training and professionals from the State of Kansas determined that untapped or underdeveloped opportunities were available to address the key issues of: maximizing the effectiveness and efficiencies of statewide training and providing educational opportunities for agencies that do not have training resources. STAT was endorsed by the Governor and cabinet level agency heads in 2005.

STAT meets regularly sharing resources and finding innovative solutions to State of Kansas training and professional development needs. STAT's vision is to maintain a capable and engaged workforce by promoting development and inter-agency resources. STAT is composed of training representatives of cabinet level agencies represented by Department of Administration staff. STAT's Charter can be found on the STAT website.

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### Our History:

#### 2005 – 2011

- Launched in 2004
- Approved charter including Mission, Vision & Values
- Established a website and ListServe
- Hosted quarterly meetings increasing cross-agency sharing of training and development needs
- Facilitated annual statewide trainer development events from 2005-2008
- Supported trainer development with special emphasis on cost-free opportunities
- Established Kansas *Lectora* Users Group (K-SLUG) for online training development
- Worked in tandem with the Statewide Development Training Team (SDTT)

#### 2012 – 2013

- Broadened membership to include additional agency representation
- Increased steering team meetings from quarterly to bi-monthly
- Expanded cross agency sharing of training and development needs, including strategies to meet those needs
- Established all-agency shared calendar of training housed on the website

#### 2014 – 2015

- Revitalized website
- Merged SDTT into STAT
- Launched New Employee Orientation (NEO) Computer Based Training (CBT) and accompanying online resources for all agencies
- Provided statewide NEO classroom training
- Acquired eLearning contracts (*LearnSmart* & *Fred Pryor*)

- Provided design and delivery Training of Trainers hosted by Kansas Department of Health and Environment (KDHE) & Kansas Department of Corrections (KDOC)
- Provided Myers-Briggs Type Indicator Training of Trainers coordinated by Kansas Department of Transportation (KDOT) and Kansas Department of Revenue (KDOR)
- Expanded cross agency sharing of instructor-led training
- Dispersed materials from DCF Learning Center Library to STAT Agencies
- Addressed cross-agency training issues/challenges
- Increased promotion of State Library resources
- Updated Charter, Mission, Vision, Values and Goals

#### 2016—Present

- Current membership is 33 representatives
- Implemented use of ComPsych
- Formalized the Steering Committee
- Shared resources for Office 365 training, Universal Class, Library at Work, Adobe Connect and the Electronic Polling System
- Created sub-teams to accomplish goals (2017)
- Sub-teams completed two goals tied to updated charter (2019): Including new branding, STAT email and identifying competencies for training professionals.
- KDOT acquired a new Learning Management System (*Learnsoft*) and offered private domains to other agencies. This shared approach allows participating agencies to keep their costs lower compared to seeking separate contracts, and training records can be shared if the employee transfers to another agency.
- Online training contract awarded to multiple vendors
- In a continued effort to develop staff, the Departments of Transportation and Commerce have hosted multiple Train-the-Trainer workshops that had previously been offered by DCF and KDHE.

### Current Efforts/Future Goals:

- ♦ Continue expanding membership on team for greater scope of agency representation
- ♦ Ongoing efforts to meet training and development needs through the sharing of resources
- ♦ Identifying statewide staff development trends and strategies for success